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About Canada's Black And Caribbean Women

Excellence

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A sleek new season

DR. EDUCATION

Inez Elliston's passion

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*Recipes for a truly
Canadian experience*

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*Black women educators are
moving up the system*

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On a Role

*For women of excellence,
ambition pays off*

IN OUR CONTINUING EFFORTS to provide role models through the featuring of women of excellence, women who have aspired and who have achieved in our community, it is extremely significant that this month's issue of *Excellence* focuses on education and on women who have made and continue to make important contributions to the field of education in this province and indeed in this country.

Black and Caribbean women have always been ambitious and, as you will see as you turn the pages, that ambition can pay off, sometimes in unsuspecting ways.

The road is never easy when you want to elevate yourself. There is a great demand on your time and energy. There is sometimes a call for more sacrifice than you might have thought you were capable of.

Of course, some people give up a little too soon. They quit. They feel the demand on them is too great. They choose the easy way out.

Not the women of excellence.

What is also important to note is that these women are not very different or do not have any extra special bags of tricks or any special secret other than the capacity to decide that they are not satisfied with their lot, to determine to do something about it, and to demand of themselves the will power and stick-

to-it-iveness to succeed. These are tremendously inspiring stories and show vividly that none of us need accept a second-class lifestyle, or a second-level position to anyone. We are a first class people with the capacity to achieve the highest levels bar none.

What's more, we can, as those women featured in *Excellence*, do more, a lot more, than achieve only for ourselves and our families, but we can achieve for our community and for our country. As you will read, the achievements of Black and Caribbean women are benefitting society as a whole.

This magazine is meant to be enjoyable. It is meant to be fun. But *Excellence* is more, much more, than that. Its primary purpose and function is to provide role models for our people, for our children. Its reason to be is to provide a positive forum where Black and Caribbean women can share their stories of aspiration, achievement and success with each other and help provide blueprints for others to follow.

Some of the women featured in *Excellence* may have had role models, some may have had to find their own way. Now, because of the focus of *Excellence* on role modelling, future generations of Black and Caribbean women will never be able to say: "We didn't know we could make it."

Arnold Auguste Publisher

Excellence

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by John Wild

Publisher
Arnold A. Auguste

Managing Editor
Sandra Whiting

Editor
Valerie Wint-Bauer

Art Director
Doug Bennet

Creative Director
Rafaell Cabrera

Fashion & Beauty Editor
Donna Holgate

Food Editor
Pamela Appelt

Contributors
Jennifer Amoah
Sharon Ffolkes-Abrahams
Leila Heath
Dwight Whyllie
JoAnn James
Maureen Roach-Brown
Sheila Simpson
John Wild
Doreen Williams

Typesetter
Sarah Lambert

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CANADA'S LARGEST ETHNIC NEWSPAPER

Letters

Fantastic

I wish to take the opportunity to congratulate you on your new magazine. I have just learned about it and find it to be most exciting.

Your article "Daycare Dilemma" in February's issue was fantastic.

I shall look forward to reading *Excellence* in the near future.

Sharren Sifala
Scarborough

Bad Advice

This is a rather late note, but I would like to make a comment on Doreen Williams' "Advice" column for November, 1986. In this issue, she offered advice to a letter titled "Bleak Bay Street." The letter, written by a Black career woman, talked about meeting suitable Black companions. I found Williams' advice upsetting and in fact, *disturbing*. Williams suggested to the woman that perhaps she and others like her have become "aggressive," "abrasive" and "unattractive" for being career women. Williams also insinuated that this woman and others like her are "ego-destroyers," have too great expectations and are "locked into her cultural heritage."

This advice left me shaking with rage, even more especially since Williams went on to state that White women are "more secure" and do not feel the need to dominate over her man in an inter-racial relationship. I could not believe that this advice was written in North America for an audience of Black women (the majority of us working hard and many of us college educated).

What is Williams really trying to tell us? Don't be career oriented, don't be assertive in moving ahead with our jobs and don't be proud of our race? Are we to believe that the women profiled in *Excellence* — Cindy Reyes, Bev Mascoll, Jean Sheen — are abrasive, unattractive and ego-destroyers because they became career women? Come on Ms. Williams, please get you head out of foul air and start supporting Black women instead of castigating us. If we don't support those women who are in the vanguard, we are doing ourselves a disservice.

Excellence is a beautiful magazine with a very positive concept for Black women. Please don't destroy that with dribble for advice.

Beverley Temple
Toronto

Hearty Congrats

Please do accept my heartiest congratulations on the magazine *Excellence* and may it continue to be a success.

I am very sorry I missed the first issue. If, however, you have a back issue I would be delighted to receive one.

I loved *Excellence* fashion, "Sweet Dreams," (February 1987), so very feminine, and also the other topics.

My year's subscription is enclosed and I look forward to many more exciting issues.

Dee Francis
Toronto

We invite your comments. Please write to Excellence, Letters to the Editor, 1554A Eglinton Ave. West, Toronto M6E 2G8. We reserve the right to edit for brevity.

I. AKANDE M.A. O.D. OPTOMETRIST

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New organization for immigrant and minority women

A national women's group has been formed to address the needs of Canada's immigrant and visible minority women. Called the National Organization of Immigrant and Visible Minority Women, the group will address a number of issues, including improving race relations, social services, immigration policy and language programs.



Members at the first meeting of the National Organization of Immigrant and Visible Minority Women included (l-r): Nela Rio, Dorothy Ellis, Betty Lee, Leti La Rosa, Marge Nainaar, Patsy George and Carmencita Hernandez. The meeting was held at Toronto's Delta Chelsea Inn

"The Canadian government must take stronger steps in educating employers to redress the inequalities immigrant

women face," said Dorothy Ellis, an Ontario representative for the Black and Caribbean community. "A lot of immigrant and visi-

ble minority women are put into menial jobs and their wages are under what is paid to Canadian-born women."



Youngsters at a Umunna Cultural Organization class

Enriching the mosaic

Black and West Indian children have been learning about their African heritage through a unique educational program. For the past two years the Umunna Cultural Organization has been teaching the Nigerian Igbo language and culture to Metro Toronto area youngsters.

According to Umunna's president, Udeozo Ogbue, the course is unique because it is put together and taught by Africans, with authentic information. The comprehensive classroom instruction involves comparing the Nigerian lifestyle to that of Canada. The children also learn about Igbo phonetics, writing, folklore, literature, songs and dances.

Ogbue believes the Igbo program enriches the cultural mosaic of Canada. "We are attempting to promote cultural harmony and understanding," he says.

North York introduces Black youth job project

North York's Mayor Mel Lastman wants to reduce the high unemployment of Black youths by encouraging corporations to provide management trainee jobs for them in the summer. It is a pilot project called Reach For The Top, geared towards Black students with outstanding grades and leadership potential.

"The unemployment of Black young people is far greater than that of Whites," said the mayor, who estimated that as many as 60 per cent of Metro's Black youth did not find jobs last summer, when the unemployment figures for students as a whole was only 12 per cent.

The project is modelled after a successful job action program in Miami, Florida, where for the past two years several Miami firms have been hiring young Black achievers.

B'dos calls for SA sanctions

Barbados' ambassador to the United Nations has called for economic sanctions against South Africa in order to force an end to apartheid.

"There is a need for external pressures like sanctions, which is something the South African government will understand," said Ambassador Dame Nita Barrow.

As a former member of the Eminent Persons group (which visited South Africa in 1985 to help bring an end to apartheid), she admitted that sanctions would cause some South African Blacks to experience hardship. Barrow explained, however, that many told her sanctions would not make them suffer much more than they are already suffering.

She called upon Western countries to increase diplomatic relations with the African National Congress, which she called "a government in waiting."

WHAT WAS SAID

When the drumbeat changes, the dance changes

You gain strength and confidence by every experience in which you really stop to look fear in the face. You are able to say to yourself, "I have lived through this horror. I can take the next thing that comes along." You must do the thing you think you cannot do.

—Eleanor Roosevelt

Always forgive your enemies; nothing annoys them so much.

—Oscar Wilde

Let us make one point . . . that we meet each other with a smile, when it is difficult to smile . . . smile at each other, make time for each other in your family.

—Mother Teresa
in her Nobel lecture

Be not afraid of growing slowly, be afraid only of standing still.

—Chinese Proverb

Real happiness is not dependent on external things. The pond is fed from within. The kind of happiness that stays with you is the happiness that springs from inward thoughts and emotions. You must cultivate your mind if you wish to achieve enduring happiness. You must furnish your mind with interesting thoughts and ideas. For an empty mind seeks pleasure as a substitute for happiness.

—Lillian Eichler Watson

Don't limit a child to your own learning, for she was born in another time.

—Rabbinical saying

Always do right. This will surprise some people and astonish the rest.

—Mark Twain

Let us not look back in anger or forward in fear, but around in awareness.

—James Thurber

Make happy those who are near, and those who are far will come.

—Chinese Proverb

Here's a rule I recommend: Never practise two vices at once.

—Tallulah Bankhead

We must learn to live together as brothers or perish together as fools.

—Dr. Martin Luther King, Jr.

If you want work well done, select a busy (person) — the other kind has no time.

—Elbert Hubbard

Don't believe the world owes you a living; the world owes you nothing — it was here first.

—Robert Jones Burdette

Never say never, for if you live long enough, chances are you will not be able to abide by its restrictions . . . Never is a long, undependable time, and life is too full of rich possibilities to have restrictions placed upon it.

—Gloria Swanson

There are many who believe that fulfillment is to be found by finding one person and sharing your life with them, but I do not think that is how it works, because so many of the people who believe in that are looking for the perfect person still while other sources of fulfillment pass them by.

I think instead that life is round, that the current runs from each to each and then back a different way, and when it does not, life is a broken thing. And I would tell you this — if you are looking for a friend, look for a person who is loved. Look for a friend with many sources of supply. And while there might be days when you'll wonder if there'll be anything left for you, in general I think that you will find what you get is a richer brew. . . . The search for the perfect other is always a search for what we sense we lack. And the reason that we never find them is because the search goes on as long as we feel inadequate ourselves.

There is no perfect person who can make you whole. You have to do that yourself, and if you wait for someone to fill you up you always wait in vain, because no one is ever equal to the task. Waiting for another to give to you always makes you feel vulnerable and insecure. The only way you ever feel strong and sure is when you are giving to others instead of wishing that they would give to you . . . giving is the key.

—Merle Shain

He who rides the force of greed at a gallop will pull it up at the door of shame.

—Fulani proverb

It is not the eye which understands, but the mind.

—Hausa proverb

One who has not suffered does not know how to pity.

—Ganda proverb

There is so much to do, so much to learn and experience, and one lifetime, however long it may be, is so short. I have always believed I had to live as well as write, to be a citizen and a person and a mother and a friend as well as a writer.

—Margaret Laurence,
Canadian novelist (d. Jan. 1987)

When the drumbeat changes, the dance changes.

—Hausa proverb

A truly good man is not aware of his goodness,

And is therefore good.

A foolish man tries to be good, And is therefore not good.

—Tao Tse Ching, N°38

All that is necessary to break the spell of inertia and frustration is this: Act as if it were impossible to fail. That is the talisman, the formula, the command of right-about-face which turns us from failure towards success.

—Dorothea Brande

Don't ever slam the door; you might want to go back.

—Don Herald



ADVICE

By Doreen Williams

See no Evil

Professional ethics vs. moral responsibility

Moral Dilemma

Q I am a visitor to Canada and I have read your magazine with pleasure. I am a physician who is faced with a moral problem.

Four years ago I attended a 14-year-old girl who had been involved in an incestuous relationship with her grandfather. Her mother, a young single girl herself, had seized the opportunity to immigrate to Canada leaving her daughter with her parents. From a very early age, the grandfather began to engage in sexual intercourse with his granddaughter. He had tacit approval from his wife — the child's grandmother.

The upwardly mobile natural mother had married in Canada but hid the existence of her firstborn from her husband and their children. On her first visit home she discovered the incestuous relationship that existed between her father and her daughter. She removed the child from the care of her parents and placed her in what she hoped was a safe haven — in the home of a minister of religion, a pastor.

I became acquainted with the

case when the pastor brought the girl to my office for the termination of a pregnancy. He admitted paternity of the unborn child. Now two years later he has once again presented himself with his charge for a second termination. I spent a long time discussing the medical, but especially the humanitarian perspective of this issue, but the pastor refused to agree to cease his sexual exploitation of this poor girl. He maintains that he is in love with her and cannot and will not keep her at arms length. His wife is, and has been, privy to this dastardly situation from the outset.

This warped, selfish, self-serving pastor claims that he cannot afford to expose the facts by permitting a child of this illicit relationship to be born. Although I refused to perform a second abortion on this unfortunate girl (I am told that she is no longer pregnant) I continue to experience tremendous feelings of helplessness and anger. Adherence to my professional code of ethics has become a heavy, unwelcome yoke.

Have you any words of wisdom?

A I do not know the laws that exist in the country in which you reside. Here in Canada, in your capacity as a physician you would have had the legal responsibility under Bill 77 to report this incident to the appropriate Child Welfare Authority the very first time you were privy to disclosure by the pastor. Failure to comply with this requirement, if discovered, would have resulted in charges being laid, and possible suspension or revocation of your licence to practise your profession.

Aborting the pregnancy the first time around, and returning the young girl to the den of iniquity was tantamount to not having assisted her at all. The person who was helped by your action was really the pastor. He was guilty of statutory rape and you protected his façade of being an honorable man of God — an example to his parishioners and the wider community.

Obviously there is the question of professional ethics versus moral and legal responsibility. Clearly the legal position (I am assuming that there are laws in your country to protect minors)

supercedes the ethical. Had your moral commitment been strong enough you should not have found it difficult to have acted in the best interest of this girl child.

I would suggest that in addition to your feelings of helplessness and anger you might consider adding guilt. In future, if you are confronted with a similar situation, I hope that these past few years of introspection will lead you to make the right decision, both for yourself and the helpless minor victims who are trapped in a world where the sexual exploitation of defenceless females is encouraged by the unwillingness and inability of responsible citizens to take positive action.

Doreen Williams has a B.A. in Sociology and Psychology and is experienced in community, family and individual counselling.

If you have a problem you feel she can help you with, write to Doreen Williams, c/o Excellence, 1554A Eglinton Ave. W., Toronto M6E 2G8.



THE ARTS

By Lella Heath

Singular Stardom

A young Juno winner is on her way to the top

The way Kim Richardson tells it you'd think cutting a hit record in Canada is a breeze. Last year, her debut recording, the single "He's My Lover" earned her a coveted Juno as Most Promising Female Vocalist. At 21, Richardson is the youngest recipient ever to win in this category. She is also the first Black Canadian to be so honoured.

In past years, recipients in this category have failed to fulfil the promise of attaining recording stardom. But Richardson balks at the suggestion that after receiving the prize she may be jinxed. She is far more eager to talk about her next single, scheduled for release this month on the A & M label.

After teaming up with her singer-actress mother, Jackie Richardson and her aunt Betty Richardson at the swanky Imperial Room, one of Toronto's premiere nightclubs, Kim recently landed her first speaking role in a television movie. Television watchers would have seen her on ABC, last month, playing prison guard Leora Davis in *Mariah State Prison*, directed by Kevin Hooks.

Her Juno euphoria may have subsided but Richardson is as busy as ever. Once described as having "the raw material in

spades, the ambition in diamonds and the support in hearts for a singing career in clubs," Kim seems bent on making this prophetic endorsement a reality.

An only child, Kim grew up with her mother Jackie, her aunts, uncles and grandparents in Richmond Hill. There were 10 people in the Richardson household and as she tells it, "The house was never empty and never quiet." She adds jokingly: "There was something always playing in that house; either the television, the record player or the radio."

She also remembers being alone a lot and filling those hours by "singing up a storm" or playing with her dolls.

When she was nine years old, Kim's mother decided to move to Montreal. That move was shortlived. When Montreal school authorities refused to place Kim in what her mother thought was the right grade, an incensed Jackie Richardson chose to return to Toronto.

Kim has lived in Thornhill ever since with "Gran" — her maternal grandmother — mother Anne — the person she affectionately describes as being the mainstay in her life. Her two-year-old daughter Jasmine is Kim's other anchor. Regretfully

she admits that that because of her schedule the two don't spend as much time together as she would like. When they are together however, it's "quality time." Of Jasmine's father, Kim only says, "he doesn't know what he's missing."

Sharing house with her grandmother Anne has been a blessing. "Gran is often at home," she says. "If she goes out, it's to go to a garage sale, 'dollar-forty-four-day' or visiting anyone of her six children."

When describing her ties with her mother Jackie, Kim appears less effusive. "We don't see each other that often. But we do chat on the phone and get together for the occasional family gathering. There is always a lot of catching up to do."

Kim's burgeoning career as an entertainer could create instances of professional rivalry with her mother. It's a point she dismisses by explaining that her first club dates were engagements her mother, a singer, had turned down. "It didn't matter getting mom's leftovers because that (singing in clubs) was what I always wanted to do," she says.

Kim showed promise as an entertainer at the tender age of five. She began taking dancing lessons at seven but by the ripe old age of 16 she hung up her

dancing shoes. "I was seriously flatfooted," she admits with a gutsy laugh.

Undaunted, the young talent turned her attention to the theatre. She still remembers her first school play one Christmas and how she fell madly in love with her leading man, a shy classmate whom her terrible crush must have overpowered. She has since played in a number of screen and stage productions.

Kim's hit single, her Juno award and her recording contract with A & M have not detracted her from her other talents. Instead they have put Kim's vocal chords in the limelight. After singing professionally for only six years, her credits as a vocalist include performances with a dozen local bands and frequent gigs at some of Toronto's top clubs. She is no stranger to the El Mocambo, the Bluenote or the Bamboo where her repertoire includes almost everything from rhythm and blues to new music.

With her next record soon to hit the airwaves, Kim muses about the future. "I don't just want to improve my singing, I'm more concerned about the larger picture; about what I really want to do with my life." And as if to keep all her options open, the 21-year-old performer has just joined the Alliance of Canadian Cinema-Television and Radio Artists.

This most promising female vocalist may or may not go on to achieve recording greatness. But with her heaping helping of talent, Kim Richardson will be hard pressed to avoid a successful career in the arts.

Leila Heath is a reporter with CKFM in Toronto.



BOOKS

By Jennifer Amoah

Time Machine

Earth Magic returns you to the land of your childhood

The aphorism "the word is not the thing" has a *point d'appui* when I see potted hibiscus bushes in garden centres, or even those transplants growing naturally in Florida, but which fail to evoke a quiver of emotion. They all lack something — hummingbirds flitting about perhaps?

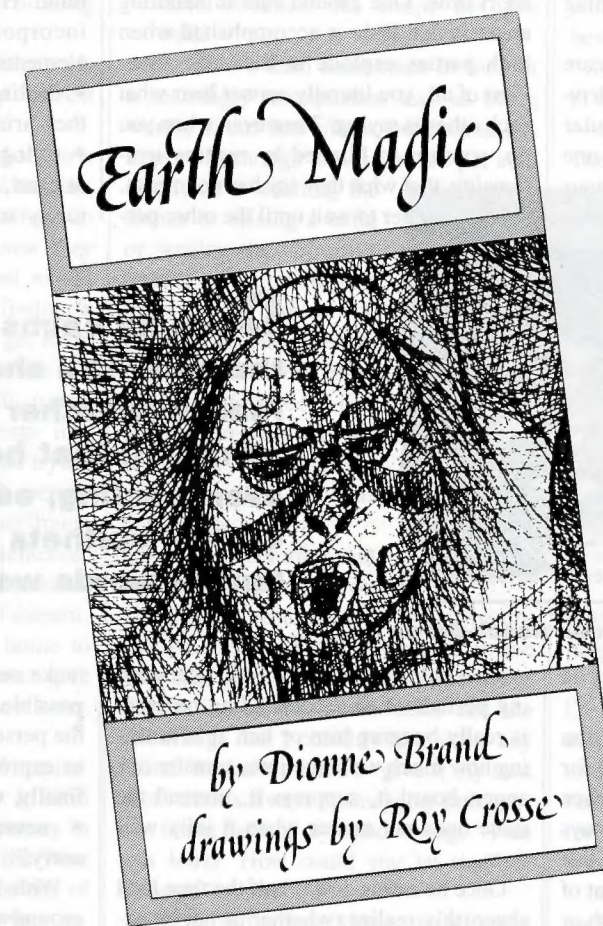
It's like watching children jump rope. It fails to become real skipping until they sing a ditty that resembles "Salt, vinegar, mustard, pepper," the one Caribbean children know best. It's like sheltering from a heavy rainfall which does not "bang the tin roof," "roll in the gutters," or "make the street muddy."

For those who are as nostalgic about their childhood as I am, and for whom seeing these expressions in print is like the real thing, Dionne Brand's *Earth Magic* Toronto: Kids Can Press, 1979, is a vehicle back to another time and place. Creatures of habit and prone to the familiar as we are, the word is often not the thing unless it is in a recognizable context. This collection of 24 poems recaptures for us memories and moods of flora and fauna that are very familiar. Brand writes about iguanas and candleflies, goats and donkeys, seagulls and starfish. She takes us through canefields

and along empty beaches; up the silk cotton tree and to the limb of the guava, in one poetic song after another.

I found this book in the

children's section of the public library, but I think children without the background to interpret the poems might find them meaningless. It might best be



used by West Indian mothers and fathers with their children as an aid to help bridge the gap in cultures, or as a springboard for sharing, comparing and questioning.

Whether they were born in Canada or the Caribbean, the image of drums of rain water would have little impact on young people. They might fail to be amused by the resurrection of the bottleman's cries of "Bottles! Empty bottles!" as he rumbles along with his wheelbarrow. The three soucouyants chancing upon a barrel of salt on their way to the convention would pose no predicament for youth, but would certainly arouse more than a little curiosity on the part of their parents.

An added attraction of this book is the line drawings done by Trinidadian artist Roy Crosse. They bring to *Earth Magic* a sense that the people (Bottleman, Fisherman, Old Woman), the animals (mongoose, lizard, hummingbird, candlefly), the events (morning, market day, hurricane, crab march), are not just names of poems in this delightful little book, but also beautiful inspirations about a tiny, magical island.

Jennifer Amoah is a school librarian in Mississauga.

War, then Peace

*How to prevent anger
from souring a relationship*

One of the most destructive forces that can nag at even the best of our relationships is anger. Actually, it's the way we handle anger that has the potential of either healing rifts or turning them into chasms.

Imagine the following scenario: You are both out on a shopping trip. He is driving. You ask him to turn into a particular mall "just to check on something in one store." To make a long story short, an hour and a half later after being totally engrossed in searching for that right purchase, you remember to your horror that you left him in the car in freezing weather.

Of course, he is not going to sit there and freeze to death. But imagine his frustration at not knowing whether he should go and do some shopping himself? Should he move the car from this awkward spot? How would you find

effect on whether you spend the next few hours (or even days for some people) warring with each other or whether the situation becomes a non-issue in a relatively short time. One ground rule in handling anger is that little is accomplished when both parties explode at the same time. First of all, you literally cannot hear what each other is saying. Then even when you do, you are so blinded by rage or irrationality, that what they say has no impact. It's far better to wait until the other per-



By Maureen Roach-Brown

Once he calms down, half the time he'll sheepishly realize (whether or not he admits it) that he has been over-reacting, especially if certain epithets or other hurtful words were used

it even if you had your own keys? So he waits. And he fumes.

When you return you fully expect him to be angry. But you are not prepared for the intensity of his anger, especially when he starts using phrases like, "You always do this . . .," or "It was the same way last week when . . ." You try to explain. But of course whatever you say sounds foolish or comes out wrong. Naturally your own anger begins to rise. Why doesn't he give you a chance? Why is he bringing up the past? It's not fair. *I thought we had dealt with that last week.* And so on.

What happens next can have a dramatic

son has calmed down. This will take varying periods of time, depending on what is really bugging him or her. It is amazing how much we sometimes transfer our anger, hoard it, suppress it, pretend the issue does not matter when it jolly well does.

Once he calms down, half the time he'll sheepishly realize (whether or not he admits it) that he has been over-reacting, especially if certain epithets or other hurtful words were used. It is now your chance not only to explain your being carried away at the mall, but also to make known the painful effects of his reaction.

Unfortunately, not being angels (yet), there are going to be times when we will not want to count to the proverbial 10 before letting him have a piece of our mind. However, it is helpful to generally incorporate into our relationships elements such as:

- dealing with individual situations as they arise, rather than storing them up;
- trying to localize anger to the situation at hand, rather than using it as an opportunity to belittle, ridicule or generally

make each feel as small and as awful as possible. Think about the fact that this is the person to whom we will shortly want to express tender feelings of love. And finally, when the circumstance merits it,

With these kinds of principles in the groundwork of our relationships, expressing anger — whether on the spot or preferably after the person has calmed down — will not be nearly as devastating. **Maureen Roach-Brown is a freelance writer and frequent contributor to Excellence.**

Putting Out

*Some things we just can't do,
but that's no excuse for laziness*

How hard it is for some of us to come to the realization that there are some things we simply are not good at. But let's face it, no one can honestly expect to be good at everything — there will be one or two things beyond your reach. And there is nothing humiliating in this.

What is important, however, is that each of us makes a valiant effort to try our best at every task we undertake.

When I was teaching high school, girls who were by no means brilliant students would tell me that they "can't bother" to make an effort because they knew they weren't going to university, and would probably have a difficult time finding a job. It was like pulling teeth to get them to make an effort. I had to use the old positive reinforcement to the hilt, trying to coax these reluctant students into believing they could do better, and trying to get them to want to do better. It seemed to me that my job was not so much teaching how to write a decent sentence, or correct punctuation, or the intricacies of *Julius Caesar*, as teaching self-esteem. Somehow it had to be driven home to these students that they must never give less than their best, no matter how humble the task.

One of my favourite sources of inspiration is Dr. Martin Luther King Jr. In 1965 he visited Jamaica, and in a ceremony in the Chapel at the University of the West Indies he was given the keys to the city of Kingston. His ensuing speech was indelibly printed on my young mind, so much so that I kept a copy of it. I applied this excerpt in my schoolroom struggles:

"If it falls to our luck to be street-sweepers, sweep the streets like Raphael painted pictures; sweep the

streets like Michelangelo carved marble; like Shakespeare wrote poetry, and like Beethoven composed music. Sweep the streets so well that all the hosts of heaven and earth would have to pause and say, 'Here lived a great street-sweeper, he swept his job well.'"

I know it's hard sometimes to look at a seemingly unimportant task as being worthy of our best efforts, but each task is important enough to warrant 100 per cent effort, be it washing the dishes or raising a child or writing the definitive treatise on the mating patterns of the tsetse fly. Some tasks may seem to be worth more than others, therefore our tendency to gloss over the seemingly less important ones — often to our detriment.

As a friend of mine said the other night: "If you give 100 per cent now to anything you do, you will reap the fullest rewards in the long run." The main reward for me, is the satisfaction of a job well done and the knowledge that I couldn't have done any more. Whenever I don't "give it my best shot" there's always that nagging little person in the back of my mind saying, "That was lousy. How could you let that get through?"

Of course there are times, we all know them, when our best was not good enough. Again as a teacher I used to see students who really didn't have what it takes to be an academic success, and we both knew it. But they would try so very hard that it was heart-rending to be

forced to fail them. These were the people who always got high grades for effort.

But your boss is not giving grades for effort, and if you are self-employed you'll know that if you don't deliver exactly what the client wants, you don't get paid. So what can we do if we know we did our best in such a case?

I believe that the first line of attack is to analyse the job — whatever it may be — to find out exactly where you fell down.

The second step is to decide whether you indeed have the capability to do the job. If you honestly don't, find out how. Or find out who has and enlist their expertise. Remember there is no dishonour in not being good at everything — the dishonour is in not accepting and acknowledging this. There is also dishonour in having the ability to do something, promising to do it, then



By Valerie Wint-Bauer

failing to follow through and do the job properly or on time.

This last is a chronic problem in the Caribbean community, and deserves a column all to itself. There is a lax attitude towards punctuality which plagues our businesses and is a symptom of people not really giving of their utter best. It needs to be recognized, admitted, and corrected.

In all aspects of life we have to work extra hard to give this absolute best. If we do we will gain personal satisfaction, professional satisfaction and recognition, and the respect of our peers — "and all the hosts of heaven and earth would have to pause and say, 'Here lived a great street-sweeper, she swept her job well.'"

Bad Examples

Women are abusing their bodies more and more like men

Why can't a woman be more like a man?

You'll probably remember that line from *My Fair Lady*. Victorian male chauvinist talk from a bemused Henry Higgins who is captivated — and exasperated — by Eliza Dolittle.

Unfortunately, in a number of very disturbing ways, women are becoming more like men. There was a time not so long ago when the woman smoker was in the minority. It was the men who puffed on pipes, chomped on cigars and sucked on cigarettes. Pipes and cigars are still largely a male province, but while cigarette smoking among men is declining, it's on the increase among women, especially younger women.

The doctors say this is a major factor in another area in which women are becoming more like men.

Heart attacks among women in their thirties and forties are becoming common. One medical expert — Dr. Maurice Druck of the Credit Valley Hospital in Mississauga — says it's really getting frightening. He says a generation ago, young women were rare as cardiac patients, and although after menopause there were some female heart patients, the vast majority were still men.

Heart disease was considered a male problem, because the female hormone estrogen — produced as long as the

ovaries were functioning — protected women. But that protection isn't enough for women who smoke and also take birth control pills. The heart attack rate for women smokers on the pill who are over 35 is 153 per 100,000. It is three per 100,000 for non-smokers. Five years ago, most heart by-pass patients were men. Now 40 per cent are women. Another factor is stress, as more women enter the highly competitive areas of the work force. Yet another is less exercise. It's true



By Dwight Whyllie

what our mothers and grandmothers said: housework is hard work and good exercise.

Another area where the difference between the sexes is narrowing is alcohol use — and abuse. A study published in the United States shows that men are still way ahead of women in alcoholism. Four times as many men are receiving treatment

for alcohol abuse as women. But the proportion of women is increasing, and the implications are particularly disturbing.

Alcoholics who don't recover have a life span 15 years shorter than non-alcoholics. They also have a mortality rate 4½ times higher. And alcoholism is one of the three most frequent causes of birth defects associated with mental retardation. Women develop alcohol-related problems such as hypertension, malnutrition and obesity faster than men.

It's a sad commentary. Men have abused

their bodies for generations with tobacco and alcohol, using them as statements of masculinity. The advertisers have exploited this, projecting the weed and the spirit as necessary props for the masculine ego. Our society has traditionally complicated the problem by demanding that men internalize stress, take physical risks and push themselves to destructive physical limits to demonstrate their toughness. The result? A traditionally higher incidence, among men, of cardiovascular disease, stress-related problems, early disability, and death.

Now women are getting into those acts in increasing numbers. You seem to be saying you have the equal right to do the same things. Why shouldn't you smoke, drink and push yourselves the way men do? You are as tough, competitive, aggressive and capable. In fact you are tougher, because you have built-in biological reserves that men don't have. You are the mothers and are built to take on that most important of all tasks, the continuation of the species.

But, I think there are fundamental errors and misconceptions in that approach. Those reserves are limited, and as the heart disease statistics show, they are very quickly used up. When that happens, you are no better off than us poor vulnerable men. And more than that, when those reserves are depleted, the unborn child they were designed to protect is defenceless.

Dwight Whyllie is a news producer at CBC Radio in Toronto.

Happy Marriages

Two husbands' secret ingredients for maintaining marital bliss

"It takes total support of both parties in a marriage in order for the family to get anywhere," says a male friend of mine who is married for sixteen years, and damn proud of it. What stands out the most about this friend is how supportive he is of his wife. He says he just can't understand why so many of his male friends do not realize they have to give credit to the women in their lives, instead of constantly fighting against them. He describes her as his best friend, a pillar he can lean on, someone he can turn to for business advice, support and encouragement.

It was great to hear a man speaking so positively about his wife. So I asked him to share his philosophy about his marriage; and to tell why he has been successful while so many of his friends and acquaintances were divorced or separated.

He mentioned that of the twelve couples who were close friends at the beginning of his marriage, he and his wife are now the only ones still together. He says he remembers listening to these male friends boasting of having girlfriends on the side, and to the "machos" who weren't going to put up with any bullshit.

"Don't get me wrong," he says, "I was no saint at the beginning either, but I am a fortunate person in having a wife who will hold on when I slip up."

His secret for success is a simple one, he says. The main ingredient in a marriage is, first and foremost, for both partners to be good friends who can talk about anything with each other. "I try to live up to what's expected of me as a husband, father and friend."

He supports his wife during family squabbles and also during that time of month when he feels women need that extra special support. He mentioned that men need to educate themselves about the problems experienced by some women with PMS (pre-menstrual syndrome).



By Sandra Whiting

This guy is a real romantic. Flowers and gifts are an integral part of the relationship with his wife. His advice is to remember the birthdays, the anniversaries, Valentine's Day and keep letting her know she is special.

I don't believe that my friend is unique so with that in mind I decided to test my theory by checking with my co-workers to see how they measured up. One of the gentlemen in question didn't let me down. He has been married for eight years and totally supports the idea of a wife who is there, not just for his or the kids' convenience, but as an equal partner in the relationship. His definition of a good husband and father is not merely a good provider but a man who is caring and considerate and is

friends with his wife and children. He pitches in to do housework, including the shopping and cooking, and because he was brought up by a strong Black woman who believed that all her children should know how to take care of themselves, he does not feel that so-called "woman's work" is unmanly.

He feels his marriage has been successful mainly because he has a very understanding and supportive wife who understands the pressures of his work and who is willing to take on a lot of the day-to-day responsibilities of raising their children.

Both these men stressed that without the support and encouragement of their wives, they would not be as successful as they are today. Successful, not in just the narrow definition of making enough money, but in personal contentment.

My friend's advice to men is "understand that the woman you marry must have a life and interests of her own." She must be able to see her own friends and have private time to pursue her own interests. Encourage her in her endeavours and don't forget those special occasions. Let her know you love her (it cannot be repeated enough) and above all talk, really talk with each other.

I know that there are many of you out there quietly supporting and encouraging the women in your lives. Those of you who haven't caught on to the secret yet, it's simple. You get what you give. Treat your mate with love and respect and you will get it in return.

A Most Principled PRINCIPAL

Jean Augustine decided early on that she wanted to be a principal, and that nothing was going to stop her from reaching her goal. But first she had to become "the best teacher in the world." That kind of commitment has taken her far beyond the classroom

By Cindy Reyes

IT'S 3:30 on a Friday afternoon at St. Gregory's School in the City of Etobicoke, in Metropolitan Toronto. Two little boys, dark brown faces peering out from the hoods of their snowsuits, wait hesitantly in the doorway of the principal's office. The principal, a pleasant-looking Black woman in her early forties, greets them with an enquiring smile.

"Hi! What's up, guys?" she asks.

The boys, both six years of age, whisper a shy, almost inaudible, response. But with a knowing smile, the principal answers: "Oh! You're here to ring the bell. Well, there it is, go ahead."

The boys, pleased with the self-importance which comes with the privilege of being bell-ringers, attacked the job with great enthusiasm. When they were finished, they lingered for a moment, sneaked another glance at the principal, then bid her a soft "bye."

The principal of that school is Jean

Cindy Reyes is an executive producer with CBC and a regular contributor to Excellence.

Augustine, one of a rare breed in Canadian schools.

A solidly built woman who is dressed on this day in primary colours with a long scarf thrown jauntily over her left shoulder, Augustine makes a striking impression. Most striking to many people are her large piercing eyes that could probably put the fear of God in many a child and even a few adults. But when she laughs, as she does often, it's the laugh of a collaborator. It's a hearty playful

chuckle displaying sparkling white teeth gleaming against smooth unwrinkled skin.

Augustine chuckles as she explains to a visitor the meaning of the ritual she and her two students have just been through.

"They always make sure they make eye-contact with me," she says. "You see, every so often I give them candy when they come to ring the bell. So, they make sure I notice them."

Augustine chuckles again. It's a playful, good-natured laugh.

As principal of St. Gregory's, Augustine is responsible for everything that affects the running of the school — including the ringing of the bell. Thirty-five teachers report to her. The school bus driver reports to her. So do the janitors and any workers who have to do jobs at the school. But more important are the 625 children in kindergarten to grade eight who also report to her. She is responsible for their education, their discipline and their well-being.



Before Augustine received the St. Gregory posting, she was the principal at St. Felix, a senior elementary school, also in Etobicoke. St. Gregory's is more of a stretch for her abilities. Here she is responsible for children from a variety of age groups. As Augustine puts it, she's "dealing with little four-year-olds pulling at my skirt to the big guys in grade eight who think they're cool."

Becoming a principal is not the easiest of missions, if you're a woman teacher in Ontario. Statistics show that 69.4 per cent of separate school elementary teachers are women, but only 21.3 per cent of principals are female. In the public school system 68.47 per cent of the teachers are women and 10.7 per cent are principals. For Augustine, it would have been easy to be floored by the "double whammy" of being a Black female. But, she had decided years before that she was going

to be a principal and nothing was going to stop her from achieving that goal.

"She plots carefully," notes Jean Gam-mage, a fellow educator and good friend of Augustine. "We were in university together, and back then she knew she wanted to be in administration. She took all the right courses. She didn't leave anything to chance."

Augustine's goal might have been to become the boss, but she decided that she was first going to be "the best teacher in the world." She graduated from teachers' college at the University of Toronto in the early seventies, and became a teacher in the separate school system. "I was a super teacher," she says in a matter-of-fact way. "I love kids, and I love doing things with them. I was always doing something extra ... choirs, drama. I made things happen in the school."

She was also extremely sensitive to the needs of immigrant and visible minority kids in the school system. That sensitivi-

ty led her to do after-hours work in the community, in an attempt to help turn things around for immigrant children from the Caribbean, who were having difficulty coping with the Canadian school system. For Augustine, the community work was a logical extension of her work as a teacher. Listening to the problems of West Indian parents, who were facing an alien school system and telling them to get involved with their children's schools, wasn't that different from her job as a teacher, she decided. Because she was a Black teacher, she felt it was her obligation to help Black parents.

Her ambition to one day be in a position to influence policy and to help effect change in the school system, never faltered. With a quiet determination, she continued to garner the qualifications she needed to be taken seriously as a candidate for the job as principal. "I've never said, 'give me my teacher's certificate and I'll sit down,'" says Augustine. "You name the course and I've taken it. I spent summers doing courses. In fact, I did all my courses at night and during the summer. 'I was pregnant and I was still sloshing through snow and going to classes.'"

It was hard work. But Augustine realized that hard work was necessary to achieve the standard she had set for herself: excellence. "I always worked on the premise of credibility, competence and confidence," says Augustine. "Along the line I've met a few people who believed in me and gave me the necessary encouragement to pursue my goal."

Some of those who encouraged her along the way were her principals. They recognized her as "a doer" and gave her opportunities to pursue whatever she wanted to pursue. That meant trying her hand at teaching various types of courses and classes, or running extra-curricular activities.

In 1982, Augustine's hard work paid off. The Metropolitan Separate School Board named her principal. As the boss at St. Felix School, she was in charge of a middle-class school in a predominantly White area. For her the brass ring was finally within reach.

A sign on the inside of the principal's office door at St. Gregory's reads: "I sought the Lord ... and found him in the quiet places of my heart." People who know Jean Augustine believe that statement sums up

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PHOTOGRAPH BY JOHN WILD

Making the Grade

Black women are overcoming obstacles and taking important roles in our education system

BY MAUREEN-ROACH BROWN

THERE is no doubt about it. Black women have taken their place and are making their presence felt in Ontario's education system, a system whose "power positions" — principals, superintendents, administrators — are traditionally male dominated.

However, the most intriguing aspect of the success of Black women in education is not in what they have accomplished as a group. Rather it is in the way they have met and dealt with the triple challenge of obstacles relating to their race, their sex and their profession.

The Black woman as educator faces a complex web of issues, ranging from a personal definition of her own contribution to the education process, through an equally personal coming-to-terms with herself as role model for other Blacks, to her stand on the wider issues that affect the education system as a whole.

According to writer and historian Rella Braithwaite, among the earliest Black women entering teaching in Ontario was Emaline Shadd, who received top honours at the Toronto Normal School upon graduating in the late 1850s. Says Mrs. Fern Shadd-Shreve, retired teacher who lives in Buxton, Ontario, Black women entered teaching for basically the same reasons their White counterparts did — they liked it and it was one of the few professions they could enter easily. Mrs. Shadd-Shreve is a descendant of Mary Ann Shadd, who in the 1850s came to Canada from the U.S. and taught and established schools in the Windsor area. A Scarborough public school has been named after her.

Not many Black women were admitted into training schools, Mrs. Shadd-Shreve says. She says there was usually just one in the graduating class, as in her case when she graduated from the London Normal School in 1945. Rella

ILLUSTRATION BY VERONICA BENJAMIN



Braithwaite adds that many families with university-age children tended to move back to the U.S. in the post-Civil War period.

Black women who became teachers did so in a school system that was heavily discriminatory, Mrs. Shadd-Shreve says. They often had to wait until positions became vacant in the mostly Black schools, especially in the Buxton-Chatham area of southwestern Ontario. The discrimination came in odd forms. Mrs. Shadd-Shreve and some of her Black teacher friends were denied jobs at one school board because they were either the wrong age, married, or their surname came after the cut-off point in the board's alphabetical hiring system.

THE INVOLVEMENT of Black immigrant women in education largely began in the 1950s. These women came to Canada mostly from the Caribbean, partly as a result of Canadian recruitment abroad to fill an acute teacher shortage the coun-

The then-common Caribbean practice of giving preference to light-skinned women for visible and professional jobs meant many dark-skinned women entered teaching

try was facing. Simultaneously, however, education systems in the Caribbean were changing and with the renewed emphasis on training, women came or were sent by their governments to Canada to complete degrees from the undergraduate to the post-graduate levels. Some decided to remain, taking advantage of the more challenging opportunities that existed here, while, of the others who went back to the Caribbean, some eventually returned to live and work in Canada.

These women were bright and motivated. They came from the cream of the Caribbean's educational crop and possessed a rich background of skills honed between the Caribbean's British-based educational system and its African-inspired cultural traditions. For the most part they entered the Ontario education system at different points. But in all instances, one of the first challenges they met was in how to utilize their British-based Caribbean orientation in the Canadian classroom. They experienced varying degrees of difficulty in doing so.

Among those who made a relatively easy transition was Jamaican-born Irma Collins, who began her Canadian teaching career at Toronto's George Brown College 21 years ago. Today Collins is chairman of George Brown's English and Liberal Studies department and has written a book, *Brush Up Your English* (McGraw Hill). She is one of only two Black women on the college's academic staff of 700.

"A teacher is a teacher," she says. "But we were trained to be authoritarian in our approach and although teaching adults is different from teaching children, I am still not as casual with my students as my Canadian-born colleagues are." She feels her "no-nonsense approach" to teaching is due to her Jamaican background, but she also feels she has won her students' respect because they know she is not wasting their time.

Collins says as a new immigrant, a Black woman educator can spend many years being depressed and disillusioned. The more successful ones are those who have moved on to apply their skills to the

system in which they work.

Among Black women educators there is a second group that came during the late 1960s and in the 1970s. These women also came mostly as students, deciding to live and work in Canada for much the same reasons that their predecessors had. Like Dr. Avis Glaze, who after only six years in the Metro Separate School system is now vice-principal of Senator O'Connor College School, some of these women were formerly teachers in the Caribbean. Others, however, like Antiguan-born Keren Braithwaite, began their teaching careers in Canada.

When Braithwaite began graduate studies at the Toronto-based Ontario Institute for Studies in Education (OISE) in 1967, one of the first observations she made was how few non-White students there were at OISE and at the University of Toronto, where she also did some graduate work. Braithwaite subsequently became part of a group of Blacks who ran two summer programs that in 1970 became the University of Toronto's Transitional

Year Program (TYP). Today she coordinates the TYP's English program, having served a term as director for the entire TYP. She is the only Black woman on the university's full-time academic staff.

The TYP began with a concern for getting more Blacks to enter higher education. It now gives 50 students from a variety of ethnic backgrounds, 60 to 70 per cent of whom are Black, the opportunity to do the necessary preparatory work that will channel them into the University of Toronto's undergraduate programs. These are bright, motivated students who were unable to complete school due to socioeconomic or other extraneous reasons.

Braithwaite's commitment to the TYP springs from her deep interest and belief in good quality education. But perhaps more importantly, her philosophy is that "education should be made accessible to all (because) we don't own knowledge." Like many Black women of her generation and the earlier generation of Black immigrant teachers, the value Braithwaite puts on education has been heavily influenced by the social traditions out of which she came.

These traditions, though diverse and complex, had the common effect of forging individuals who placed a high value on education, had a strong will to succeed and a deep conviction about the ability of Black people to do whatever they set their minds to. In some cases, this conviction was born in the wake of then-common Caribbean practices such as giving preference to light-skinned women for entry into the professions and in highly visible jobs like bank tellers.

Many dark-skinned women therefore entered teaching for lack of choice. Others entered the profession because parents who saw role models in teachers and principals (many of whom were women), encouraged their daughters to follow their footsteps. (Because of good school marks, Braithwaite says she had the choice to study medicine or law, but preferred teaching.) In the words of Scarborough teacher, writer and researcher, Dr. Inez Elliston, "we had seen women in positions of leadership and this gave us a stronger sense of involvement with children...Teachers of my generation were on the cutting edge of social change that saw the kind of nation-building that brought many poor children into higher

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Excellence



Terese Sears (above) is the founder, executive director and driving force behind the Canadian Fashion Alliance since its launch in May, 1985. Her mission: to develop, strengthen and promote Canada's fashion industry both nationally and internationally, and to encourage and acknowledge the skills of the talented in this community — models, photographers, illustrators, hairstylists, make-up artists and designers. Public relations, publicity and fashion show production are also on the CFA's agenda. It has assembled a team of experts in these areas that produce first class presentations for such companies as Simpsons, where the CFA was responsible for the Sophia Loren, Oscar De La Renta, Adrian Arpel and Alfred Sung promotions. "We have the designers, the style and the creative genius to be recognized all over the world," says Sears. In less than two years, the CFA has made its mark.

Terese
Sears and
the Canadian
Fashion Alliance
step ahead with 1987's

Spring Fashion

By Donna Holgate

On the fashion pages this month *Excellence* salutes the Alliance and its talented membership — the models, make-up artist, and innovative designers Tanya Lam, Choy Lo, Pas De Trois, Fiona Duncan, Armine, Michane, Goha Designs, THX13 and Fluery. **Our Spring '87 Capsule Forecast from the Canadian Fashion Alliance: The shapes** for the season are sensual, soft and simple — minimalist. We see a smallness of fit, a body dressing. Shoulders are bare from neckline to blade; the waist is cinched. In a word, the new silhouette is *sleek!* **In colour:** The predominant colours this season are navy, black, white. Stronger than ever before are the neutrals — beige, cream, tan. In addition there are the soft pastels — blue, pink, green; the new hues. **In fabric:** Comfort in fabric is the key. We are seeing cotton in all its forms including knits and jersey. Also playing strong roles are linen, silk, cool wool.



Previous page:
Terese Sears
wears a Fiona
Duncan 2-piece
suit. Pin by
THX13.

Main photo:
Armine knit in
100% cotton.
Oversized
cardigan \$198.
Tapered skirt
\$98.

This page:
Michane
creations in
linen, leather
and suede.
Left: halter top
\$150, shorts
\$90. Coat \$310.
Right: top \$200,
skirt \$190.

Opposite page:
Pas De Trois —
The Nautical
Look in 100%
cotton.
Left: top \$100,
skirt \$76.
Centre: top
\$112, skirt \$76.
Right: top \$112,
skirt \$104.
Jewellery by
THX13.





Opposite page:

Left: Separates
by Choy Lo in
100% linen.

Jacket \$240,
skirt \$135.

Centre: Fitted
jacket \$185,
skirt \$75, blouse
\$125. All in
100% cotton by
Choy Lo.

Jewellery by
Goha Designs.
Right: Michane
linen and
leather. Jacket
\$300, halter
\$150, skirt \$190.

This page:

Fiona Duncan.

• Designs in 30%
cotton, 70%
linen.

Left: Jacket
\$250, skirt \$145.
Jewellery by
THX13.

Centre: Jacket
and pants \$210
each. Jewellery
by THX13.

Right: Jacket
\$130, skirt \$145.
Jewellery by
Goha Designs.





Tanya Lam.
2-piece suit in
100% cool wool.
Classic box cut
jacket \$126,
skirt \$160.

Credits:
Models:
Celia Sears
Susan Jamison
Dlyse Gabriel
Make-up Artist:
Susanna
Sapienza
Hair: Marvita's
Salon, Yorkville,
Toronto
Wardrobe
Assistant:
Natasha Powell
Special thanks
to Terese Sears
and the
Canadian
Fashion
Alliance staff
Photography:
John Wild



Dr. Education

*Inez Elliston —
intellectual, teacher,
counsellor and
workaholic — is making
her mark on Metro
Toronto's school system.
Part of the price is 'not
enough play-time'*

By Valerie Wint-Bauer

The poise, grace, and quiet self confidence of Dr. Inez Elliston are apparent the moment you enter her home. As the door closes behind you, the tensions and pressures of the world outside seem to just quietly disappear. Her aura of calm and centredness pervades the rooms of her cosy townhouse and are reflected in the subdued colours, the many plants in her living room, and the paintings by Joyce Carey and David Moore. The sense of peace and contentment are palpable here; her home is truly a sanctuary.

Elliston's life outside her home belies the calm and peace she has created there. An educator of note, consultant on multiculturalism and race relations, guidance counsellor, writer, and volunteer on several committees, she is perpetually at work. Even on Saturday morning, she gets phone calls about some aspect of her concerns. And she thrives on it.

Her concerns all deal with one facet or another of education. "I've never left education," says Elliston, who came to Canada from Jamaica in 1969. She has gone from strength to strength in the practice and theory of counselling, adult education, and multiculturalism. This doctor of education describes herself as having "high intellectual energy" — she is always involved in some significant intellectual pursuit.

Elliston's immediate passion is a book she is editing, due to be published in the fall of this year by Intercultural Social Science Publications of the University of Toronto and Queen's University in Kingston. The book emanates from a conference held in 1983 (Women of Many Cultures Working Together) at the Ontario Institute for Studies in Education (OISE), co-sponsored by OISE and the West Indian Social and Cultural Society. It deals with the ability of women to cope with multiple roles and yet maintain good mental health. With over 20 contributors, the

book will discuss both immigrant and mainstream women.

Currently the night school principal of Vaughan Road Neighborhood Learning Centre (Continuing Education Program) in Toronto, Elliston is on leave from the Scarborough Board of Education. There she was a centrally assigned consultant on multiculturalism, working very closely with students who have problems adjusting to the school environment, particularly new Canadians. By consulting with parents, teachers, guidance counsellors, psychologists and other support staff, she helped students adjust to the Canadian school environment.

On this topic, Elliston has published extensively. *The Newcomer in the Learning Environment* (Quarterly for Teachers of English as a Second Language, summer 1978) is an orientation package for guidance and administrative personnel, home room and classroom teachers, and

English as a second language teachers. It is designed to aid the new student to feel welcome and at ease in the school, to overcome the effects of cultural discontinuity, and contains program outlines easily adapted by the professional.

Elliston's counselling expertise has for the past six years been put to work at various levels of the school system. For example, she works with Grade 13 students in vocational guidance, course selection, and university and college selection and application. This expertise is extended even further, as at various times she has been a lecturer in counsellor education at both Queen's and Brock University in St. Catharines, and currently at the University of Toronto. She has also conducted workshops for various conferences of guidance counsellors, for example the Etobicoke Teachers' Association. In this way, Inez Elliston has made her mark on the Metro Toronto school environment. A positive mark.

Her interest in and concern for



Dr. Inez Elliston: "Women are taking a stand"

race relations and multiculturalism has culminated in the Toronto-based consulting firm of which this energetic woman is president, Intercultural Associates. This multi-ethnic company conducts research, plans and evaluates programs and carries out skills training. Training is also given to professionals in cultural differences, values and the adaptation process, and to immigrants on Canadian values, opportunities, and lifestyle. The company is currently running a 10-month job re-entry program for women. "We understand the nature of change and adaptation and we understand the community," says Elliston.

Women and the directions they are taking in today's Canada form an underlying current to Elliston's life. She is pleased with the maturity that women are demonstrating in taking responsibility for their own lives, but she bemoans the lack of recognition for women's efforts. "Women are at the forefront in the Third World," Elliston says. "Most of us are well-equipped for leadership, but are not perceived as being well-equipped. We have an ability to accept challenges and resolve difficulties, and we can use these abilities in dealing with the Canadian context. All the same, I am pleased to see women taking a stand for themselves and fighting for the right to be part of Canada."

Her concerns for women are strong, but her concern for youth surpasses it in scope and depth. "I'm really involved with youngsters. I want to move them. I enjoy them and find I can enter their world easily." It was natural for her to get involved in guidance counselling, given this orientation. In addition, her experience as a teacher in Jamaica led her to become involved in extra-curricular activities — 4H Clubs, youth clubs, church organizations.

Inez Elliston draws on her own childhood experience in Jamaica for her approach to counselling poorly adjusting, newly arrived children. "We never saw the community as separate from our lives." City life and migration have destroyed that sense of community in many young people's lives. Consequently in working with young people, she helps them delve into their lives to recognize and draw on the strength of their communities, thus taking them out of their alienation back to a secure community base.

Her rapport with the young extends

beyond professional bounds, to younger members of her own family. "She's my favourite aunt," claims niece Erica Coley-Okezie, a high school student. She has helped Erica in her schooling, and in narrowing her focus so that she has more of an idea of what she wants out of life — a difficult enough task even for the older heads amongst us.

Born and raised in the Mandeville area of central Jamaica, Elliston is the third of eight children. She is a true combination of both parents. Her father, a police officer, was an avid reader and very articulate. "He was very strong on wrong and right," Elliston remembers, "but my mother was a foil to him in her gentleness." Her mother, now 82 years old, a quiet gentle person, is very community conscious, and was always busy in church affairs. People would seek out Elliston's mother to talk and share problems. "Our house was a 'take-in' home — my mother has a strong mothering instinct," she says. Thus she has drawn her love of intellectual pursuits from her father and her community conscience from her mother — a true balance of inheritance. And although hers is not a 'take-in' home, she does a lot of private counselling on her own time, much as her mother did.

Of vital importance in the direction Elliston's life has developed, was a high school principal who came into her life in her teen years. Whyllie Hugh Sweeney was "like a nice big sweep of wind, a wind of change." He helped his students experience that larger world beyond the classroom by exposing them to a wide variety of activities, and by making a point of taking them to various cultural functions. One such outing that Elliston recalls fondly was the time Sweeney took her to see well-known Black singer and actor, the late Paul Robeson. She later dedicated her doctoral thesis to Sweeney, recalling his words, "Your success will be my success." "He turned out some real winners," Elliston says. "They are all over the world now, most of them in community development or education."

With such antecedents it is easy to understand the drive Elliston has to work so hard for the education and general overall development of the people around

her. She feels her involvement with young people is important not only for their development, but for her own growth. "They keep you relevant," she maintains. "They help you to see areas in which you are outmoded. It's exciting!"

Personal growth is at the core of Elliston's life — without growth a person becomes stagnant. Part of her own growth is the constant search for balance in her life. It is important for one to be "centred," she believes strongly, in order to cope with the stresses and pressures of life. Elliston finds this balance through her friends, women both older and younger than herself, from whom she finds support and "connectedness." In addition, she has a sense of destiny: "My life has always had purpose, and this is a strong pull factor towards stability."

Joan Fulford, a colleague and friend of 10 years, says of Inez Elliston, "She's been through a lot of lonely years, and she has come out strong, with grace and dignity." The two met in their graduate days at Toronto's Ontario Institute for Studies in Education, both working in adult education and both concerned with the same educational theories. Fulford's first impression of Elliston did not lead her to believe they would be friends. "She came across as cool and aloof — but she was really shy." They worked together as students on the adult education council, and Fulford found her thoughtful in her comments. "Somewhere along the line I started to see her as a person, very warm, easy to be close to once that sense of distance broke down."

Such relationships are extremely important in helping Inez Elliston create that balance between her private and public lives, and in creating the tranquility of her home. She feels sad for women who live their lives totally at home, only circling around their children and not having any outside interests, then towards the end of their lives having no one else to turn to but their children, who now have their own lives to live. This kind of existence was possible, she feels, in rural, traditional societies, where women had other resources, where networks were close and strong. In this urban society women need to find balance, especially as marriage is no longer a guarantee of connectedness, she believes.

Having never married nor had children, Elliston is conscious of her need

continued on page 38



Saint

The clean, quiet island with a bloody past



The clock tower in the centre of Basseterre Circus. Above: Bay Road, Basseterre

IN the centre of downtown Basseterre on the island of St. Kitts, there is an open area the size of a small city block called The Circus. Exactly why I am not quite sure, but it might have something to do with the fact that this island was colonized for centuries by the British and the penchant of the British for giving English names to everything. Someone suggested the inspiration for Basseterre's Circus may come from England's Piccadilly Circus.

The Circus is surrounded on its four sides by rows of stores, shops and banks (Canadian banks), all neatly laid out and handsomely kept. In the centre is a baroque, red brick clock tower and drinking fountain, a memorial to a 19th century planter and legislator, Thomas Berkeley.

Immediately there is a feeling of calm and peacefulness here. A soft breeze coming in off the Caribbean Sea nearby caresses the little town gently and lends to the sense of tranquility. The residents go about their business with a sense of unhurried purpose. Here and there a small group of men chat energetically about the major topic of the day, usually something to do with politics. Like citizens of most Caribbean islands, Kitticians take their politics seriously.

A short walk through the well laid out and clean streets takes you to Independence Square, now a quiet park whose large trees form a huge green canopy against the rage of the noonday

Kitts



By Arnold A. Auguste



Brimstone Hill fortress was the scene of bloody battles between the French and English. Above: windsurfing off a St. Kitts beach

sun. It was not always this quiet and its trees did not always offer protection, at least not to the island's Black citizens. You see, this park was once the site of the island's slave market.

Europeans first discovered the 65-square-mile island of St. Kitts in 1493, when Christopher Columbus dropped by during his second voyage to the New World. Its Carib name then was Liamuiga, which means fertile island. He renamed it St. Christopher after his patron saint (and maybe himself). It is one of the Leeward Islands, the most northern group of West Indian islands known as the lesser Antilles. It was the first island to be colonized by the English (in 1624). The French came a year or so later and occupied both ends of the island, sandwiching the English in the middle — an uncomfortable position for the English since France was then a staunch enemy.

Looking at St. Kitts today, it is difficult to believe its bloody history. The French and English, for example, fought vicious battles against each other from time to time. But it was the battle against the Caribs that was the most savage. In 1627

the two European powers paused long enough from fighting each other to combine forces against the Caribs. When the fighting was over it is said the Stonefort River in Bloody Point flowed red with Carib blood.

Apart from the various memorials and tales of terror, St. Kitts is today the picture of peace. Even the massive and foreboding Brimstone Hill fortress, built by the English to protect themselves against the French in the late 1700s and well into the 1800s, is now a pleasant lookout park where visitors can enjoy a spectacular, panoramic view of St. Kitts and the azure ocean, dotted with the hazy silhouettes of the neighbouring islands of St. Eustatius (Statia), Saba, Montserrat, Nevis, St. Barthelemy and St. Maarten.

The fortress, also referred to, and with just reason, as the Gibraltar of the West Indies, is now the island's foremost tourist attraction, both for its view and for its engineering. It was built in tiers on a cliff 800 feet high using local volcanic stone. Ironically enough, it was unable to protect the English: the French attacked before it was completed and used English weaponry stored in the town, awaiting

transportation up the hill to the fort, to defeat their enemy. The fort was returned to the English by treaty later on.

Driving around St. Kitts is a pleasurable experience with sugarcane plantations on the one side running across wide fields and up the sloping hillside, with Mount Misery (now called Mt. Liamuiga) rising to almost 3,800 feet for a backdrop, and on the other side, the waters of the Caribbean Sea and the Atlantic Ocean.

There is a variety of hotel accommodation on St. Kitts, from big names such as Jack Tar Village and the Ocean Terrace to places such as the Fairview Inn and the Golden Lemon. There is also some nightlife: discos and great little eateries. But remember that as on all other small islands, nightlife runs at a much slower pace than on the larger islands. In other words, don't expect too much.

From Toronto, BWIA operates direct flights into St. Kitts and Air Canada operates to Antigua with easy connections via LIAT. For more information contact your travel agent or the St. Kitts and Nevis Tourism Office in Toronto at 362-9930.

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• **A Most Principled Principal**
continued from page 17

her approach to life. "She has a very quiet determination," says Gammage, her friend.

"She's a very, very, nice person," declares Akua Benjamin, a colleague in the Congress of Black Women — Toronto chapter. "She's a very nurturing kind of person. She never has a harsh word for anybody."

Romain Pitt, a fellow Grenadian and well-known Toronto lawyer says "She has what it takes. In her career or with her family, she's got what it takes. She's bright, ambitious, yet level-headed. Her married life was not successful, yet she raised two lovely children successfully." (Augustine has two daughters, Cheryl, 14, and Valerie, 16.)

The "quiet determination," the "nurturing niceness" of Augustine, the "level-headedness" people talk about, can perhaps be best explained through the kind of upbringing she experienced.

Jean Augustine was born and raised in St. George's, the capital of Grenada among family members who had very close ties to the Roman Catholic church. "I remember a lot of caring for other people in our family setting," she recalls. There was always a great deal of sensitivity to people who had less than you."

Educated at a convent-school early in life Augustine says her young mind was impressed with the "sense of sharing and caring for other people" that the nuns imparted. She became a member of the Legion of Mary, a group that met weekly to pray for peace in the world. Its members were committed to doing at least two hours of community work every week. In her early teens, Augustine regularly visited the "poor-house" in Grenada. It's a home for the old, the destitute or the insane. "I would go and

read the Bible to the residents, bring them gifts, or just talk."

As she got older she taught Sunday school classes. "It was the thing to do in our family. It wasn't that unusual," she says. "The Bishop knew my family, the priest knew us, we had to behave ourselves and be active in the church and community. I've always been part of things that were happening in the community."

In 1961, in her very early 20s, Augustine got an opportunity to come to Canada. After teaching for a number of years she came through the only channel a young single Black woman from the Caribbean could: as a domestic worker. But she quickly established herself as a teacher and community worker.

"I met Jean Augustine about 10 years ago, when she was still a teacher," says Akua Benjamin. "But on the community level, my greatest involvement with her has been through the Congress of Black Women."

Benjamin, who is president of the Congress's Toronto Chapter, credits Augustine with organizing Black women in Ontario and encouraging them to become involved in the Congress. She says Augustine was very instrumental in talking to Black women about some of the problems they confront being female and Black. "She is very supportive of women at every level. In our chapter, there is no fooling around. You have to understand where our women are at, even if you're not there yourself."

Benjamin believes Augustine can understand the problems of "women at the grassroots" because she has been there herself. "Jean was a domestic servant. She knows that it's like down there. The most important thing is not to lose sight of the people at the grassroots level," says Benjamin.

In the Congress of Black Women,

Augustine is valued as someone who can relate to the problems Black women face, and then convey those frustrations to government in a patient, conciliatory fashion. She has served a term on the Canadian Advisory Council on the Status of Women, and is credited with getting the federal government to appoint a Black woman to help in the implementation of policy and funding for the government's new employment equity program. This program requires the federal government and its crown corporations to open their doors to the hiring of women, minorities, Native Canadians, and the disabled.

Augustine is valued by various community groups as a helpful organizer. Says one community volunteer: "If we have a conference, Jean is the one who books the hotel, sets things up, gets us organized." Another volunteer says: "She's not above cooking a pot of food and bringing it to our meetings."

In the spring of 1985, the government of Ontario underwent a historic change. The Conservative government, after more than 40 years of continuous rule, failed to win enough seats in a provincial election to retain its hold on power. With support from the New Democrats, a Liberal government was sworn into office. Premier David Peterson brought together a team of people to help make the transition from the benches of opposition to the seat of power in Ontario. He called this team the transition team, and it was made up of, as the team was described then, "the brightest and best" minds in Ontario.

Jean Augustine was one of the people he called on. She remembers the excitement she felt at being part of the team. "It was really heavy, important stuff," she recalls. "It was part of a historic development. I mean, here were the inner work-

ings of the government of Ontario at the highest level. To be a part of that whole process was a great experience. I felt I had a say in putting together all the pieces."

Putting together all the pieces meant a variety of jobs from selection of cabinet ministers to evaluating the efficiency of government ministries, all the while figuring out how the Liberal philosophy would fit into an administration already defined and developed by Tory governments.

Heavy stuff indeed. To do the job well, team members were matched to subcommittees according to the skills which they brought. "I had some managerial skills that were called upon," says Augustine. "You had to be able to read situations very quickly, and make decisions very quickly. In looking at the top people for ministries, for example, you would have to look through a C.V. and make tough decisions. But you have to remember that we were working with a group of people who were very skilled. It really was an honour to be a part of it all."

David Peterson isn't the only person who has recognized Augustine's particular skills and talent. In January, *The Toronto Star* selected her as a finalist in its search for a woman of distinction. In 1986, she was again a finalist in the YWCA's Women of Distinction awards. And in this year's edition of Canada's *Who's Who* publication, Augustine gets a listing.

All this recognition makes her a promising candidate should she ever decide to run for political office. And she has been asked, more than once, by the powers that be in at least one political party. So far, she has declined. She says she has always approached her endeavours with a certain "measure of preparedness" and should she decide to run for public office, she would like to be prepared. However, she does say that if "someone were to come by with a lot of money to take care of my

commitments [financial obligations] I'd consider it. One has to seriously consider the financial situation as well."

People who have worked with Augustine in various community groups never cease to be amazed by the sheer energy of the woman. In the Grenada Association, she is regarded as a tireless worker who led the group for seven years. The association, one of the oldest island organizations in Toronto, has held countless picnics, dances and dinners to raise funds for projects in Grenada. It also keeps the Grenadian culture alive here in Toronto, mostly for the benefit of the Canadian children of Grenadian parents.

If there is one criticism of Jean Augustine, it is that she seems incapable of saying "no" to a community group which seeks her help. Friends have told her she runs the risk over over-extending herself. But those same friends are the first to point out that she says "yes" to various requests because she believes it's her duty to help out. She is afraid, in some cases, that if she says "no", there will be no one else willing to help with a particular request.

For Augustine, the community work, the endless lobbying for Black people's rights, and her work as an educator are important. Each involvement calls for a certain understanding, she says. She hears the frustrations of Black parents, faced with what appears to be an unsympathetic school system. And she tries to help educators to understand the needs of these children and their parents.

She believes the school system — public and Catholic — has to be more receptive to parents and their concerns. And she believes the system must seek out and hire non-White role models in all areas of the educational system, including teachers,

guidance counsellors, vice-principals or principals. Augustine does not hesitate to emphasize that affirmative action is necessary in the school system.

"You never know with kids ... but I think it makes a difference when a Black kid sees me as a Black principal of his school. And it's important for White kids to see Blacks in a position of authority too," she says.

Augustine is equally frank in discussing the responsibilities of Black parents. "If we don't prepare our kids for what's out there, we leave them vulnerable. They should be strong Black kids. Then the name-calling, the little things, won't bother them as much."

She tells Black parents they must get involved in their children's schooling. "When you interact with the school and show you care (and) that you are willing to assist in your child's learning the effect is that the teacher feels there is support at home. So, the teacher tries harder with your child."

Augustine believes every Black person should make an effort to improve society for their children. "When I look at Toronto in 1960, and look at it today, I see some of the positive changes that have been made; like a race relations policy in Ontario and a Charter of Rights federally. These things didn't happen out of goodwill from government. They happened because people lobbied for those changes."

Augustine notes that while many immigrants came to Canada with an attitude that if things didn't work out "they could always return home," their children don't have that luxury. For these kids, Canada is home. "My children are growing up here," she says. "I want society to be better for them. Everything I've contributed to has been a part of that desire for a better society."



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education. Because of this, I think we tend to be a bit more ideological. I see a child as a child with potential and I am not very quick to write him off, nor do I see him according to his colour, class or caste."

ONCE foreign-born Black women educators had joined their Canadian-born sisters in the school system, an inevitable question most of them, if not all, faced at some point was: How do I define personal success and how do I achieve it?

This crucial question comes against the backdrop of an education system in Ontario that is in the throes of change on many fronts. For while declining enrolment in metropolitan areas is throwing many teachers out of work; while many educators are upgrading their credentials, thus intensifying the competition for "power positions"; while educators worry constantly about decreased government spending on education and its potential ef-

ing encouraged to enter non-traditional fields; some choose to teach math and science at the high school level.

At the basic level, a definition of success within the school system is a choice between desiring to remain a career teacher or moving up successfully into administration. In one 1979 study of 500 immigrant teachers from all over the world, by Guyanese-born University of Toronto professor George Bancroft, two-thirds of them denied any aspirations of moving into administration. Success for them meant excelling as classroom teachers.

Jamaican-born Jean Gammage agrees. For the past 21 years she has worked in various Toronto schools as a librarian and teacher. She now runs a special academic upgrading project at North York's Fleming Park Elementary school. "I know a lot of people are upset with me that I have not gone into administration," Gammage admits. "But I am happy in the classroom. My fulfillment comes from seeing students who in November can't read, (yet) six months later (they are

superintendent within a relatively short period of time. She is careful to distinguish between "self-confidence" and "arrogance," noting that the former quality, plus good interpersonal skills and impeccable academic qualifications (she has the equivalent of two and a half Masters degrees in addition to her Doctorate degree), have been largely responsible for her meteoric rise in the education system. She believes the higher up in the Administration she goes, the better chance she has of affecting the lives of more students, including Blacks.

When it comes to the issue of promotions within the education system, Black women face what is perhaps the greatest dilemma of all. The spotlight over the past five or ten years has been trained on the progress of women in general in education, as in other sectors in society.

According to a representative of the Federation of Women Teachers Associations of Ontario, the province has 35,000 women teachers and 14,000 men at the elementary level; 88 per cent of the "power positions" are held by men. At the secondary school level there are 13,000 women and 23,000 men. The men comprise 90 per cent of principals and vice-principals, states a report prepared for the Ontario Secondary School Teachers Federation by Avebury Research and Consulting Ltd.

There are no figures showing the number of Blacks or Black women within the school system or in post-secondary education. Rough estimates range from 200 to 300. In higher education, figures would be minuscule, observers say.

One of the realities women face in pursuing promotion, is that very few "power positions" are opening up for them to get a crack at. Even then, many Black women wonder aloud if obstacles they face on the way up are due to their colour or their sex. Some, like Dr. Ouida Wright, feel that resistance may stem more from their sex, rather than their race, although the latter is also a factor. "As women, we must constantly demonstrate that we have the staying power to do the job; to get the training we need; to deliver the product, despite the demands of family and workplace. Over the years I have become aware of subtle differences in the way people relate to me as a Black person ... They seem to want to stop at the way I look ... But we cannot allow ourselves or others to circumscribe us on the basis of our race."

reading) at a Grade 2 level." Some of these students, she says, are as old as ten.

Many are Black and they live in an area where single parents, unemployment, a bad reputation and crime greatly reduce their chances of success in the school system. Gammage is taking a year off, however, to study education administration at OISE. The only way she will consider an administrative position, she says, is if she has a chance to directly affect the lives of students like those she now works with.

This "mission"-oriented approach to success, to use Dr. Elliston's expression, is shared by other Black women educators like Keren Brathwaite. Exploding the myths that students from a certain socioeconomic or racial background cannot master university work, is extremely rewarding for her. As far as she is concerned, "there is no other position (at the university) that is more important than the TYP."

Dr. Avis Glaze, on the other hand, fully expects to be appointed school

Those who become identified with race-related issues may tend to fare less well. 'Oh no, here comes Miss Multiculturalism,' one educator quotes them jokingly.

fect on the overall quality of education; and while governments are being forced to deal with many issues of multiculturalism and employment equity, many Black women educators are finding it increasingly necessary to ask themselves where they fit into the larger scheme of things.

"Are we intrinsically different as a group? I sometimes wonder," muses Canadian-born school principal Zanana Akande. She wonders too about the "sociological pecking order" that has for so long seen the White male first, then the White female, the Black male and then the Black female. The pecking order seems to be under challenge, however, at least in teaching. According to Dave Studd, Executive Assistant of the Ontario Federation of teachers, for the first time in history this year, more women entered high school teaching than men. He speculates that with fewer teaching jobs generally, men seem more unwilling to risk being unemployed when they finish training. At the same time women are be-

AS ORGANIZATIONS like the Ontario Teachers Federation and its various sub-groups move to ensure that their women members get a fair chance at promotion, Black women are faced with the prospect of either standing up and demanding attention as a vocal sub-group, or simply seeing themselves as women and assuming that they will share whatever benefits accrue to the entire group of women. An unnamed source at one of the OTF sub-groups feels Black women are seen to have an added stroke against them because of their colour, but says that as a group they have not stood up to demand special consideration within the Federation.

Why is this? Among the possible answers could be one offered by Dr. Inez Elliston, who suggests that according to literature and apparent experiences of some Black women, those who become identified with race-related issues tend not to fare well within the system. They can be slighted by colleagues. "Oh no, here comes Miss Multiculturalism," Dr. Avis Glaze quotes them jokingly. Otherwise they are seen not to "fit in" or their efforts are not considered toward promotion.

For other women, the system may assume that because they are Black they are natural experts at "Black issues." They may find themselves mostly able to get jobs in schools with large numbers of Black students, or where there are "special education" projects. Where the Black teacher feels it her mission to help Black students succeed in the school system, this poses no problem. But for those women who simply see themselves as teachers or according to one educator, those who "wouldn't be caught dead in a school with a lot of Black children," finding themselves thus constrained is difficult to handle. They have to determine whether being posted in these schools will put them on the same career path their White counterparts are on.

Some women with a sense of mission to help Black students either make an extra effort during or after class to help them, or they volunteer in various community groups that help Blacks. One woman who proudly asserts her Blackness on the job is Dr. Sybil Wilson, Jamaican-born Associate Professor at Brock University's College of Education in St. Catharines. Dr. Wilson, who is the only Black woman on staff at the college, has just served a term as chairman of the Pre-

service Teacher Education Department and is on the executive of the Faculty Association.

"Sometimes I have to remind my colleagues that I am Black," she says. To her it is not particularly an honour when a well-meaning colleague protests, "Oh Sybil, we don't see you as Black." She is Black, she insists. And whatever she does it is as a Black person, as a woman and sometimes as an immigrant, although her primary motivation is to excel as an academic.

For her stand she admits she is labelled and sometimes teased. But when she is around no racist or sexist jokes are shared. She is respected too as an academician, because she is good. To be appointed Professor, or even Associate Professor, is not an easy task.

Other Black women share Dr. Wilson's view that if you are superbly qualified and you know how to challenge the system, you will be respected. If a woman is strident and abrasive, remarks Dr. Avis Glaze, she will not get very far. In Dr. Ouida Wright's opinion, the Canadian culture is based on expressing dissatisfaction in "humane, diplomatic terms, with a minimum of distress to the listener." Part of her own success, she feels, lies in her understanding this culture, proving she understands it, then working within it to accomplish her goals.

THE FUTURE of Black women educators in Ontario seems to be following one of two paths. Some will become discouraged that equal opportunity programs or not, Black women will always have two strokes against them in the eyes of (at least for a while yet) the men who will hire and promote them.

But the belief of John Vieira, President of the Canadian Alliance of Black Educators, is that Black women will take their cues from the general movement of women into teaching, spurred by projections that employment and advancement opportunities will open up in the 1990s. Among those who are already teaching, Vieira says, large numbers are returning to school to upgrade their qualifications.

Ignoring fears of whether or not they will succeed, these women may well echo a personal tenet held by Dr. Wright, who states, "I was bred with an inner sense of achievement. I was brought up to believe that the colour of my skin is not an obstacle to success."



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• Dr. Education

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for relationships and consequently has made it a point to join several volunteer organizations. There she finds personal as well as professional satisfaction. In fact, most of her friends have been made through this involvement in organizations such as the Urban Alliance on Race Relations, the Daphne DaCosta Memorial Foundation (of which she is director), and the Delta Kappa Gamma International Honours Society for Women Educators.

One friend and colleague from an organization is Carl Oliver of Toronto's West Indian Social and Cultural Society. He speaks glowingly of her many achievements in the immediate Black and Caribbean community, as well as in the wider society. "She is a beautiful person," he says, "She's paid her dues." Oliver has known Elliston from the days back in the late 1960s when she worked voluntarily for St. Christopher House, a drop-in centre behind Toronto's Western Hospital at a time before the government provided such services. "She is an excellent organizer and worker, working specifically with youth, and is often called to give presentations all over the country. She is a walking encyclopedia."

In Inez Elliston's quest for balance and centredness in her life, she feels that she has fallen short in that she tends to have an "over-commitment" to work — otherwise put, she is a workaholic. "I haven't made enough 'play time,'" she says, and feels that such time is vital to proper equilibrium. She does, however, find time now and then to relax with a good historical novel or a movie, while music is an important part of her life. When she works at home, it is always to musical accompaniment.

The youthful orientation of Inez Elliston's life and work are obvious in her face: through the mask of a mature and experienced woman shines the face of a delighted child. She loves the world, loves her work, thrills at the idea of helping others as much as at the thought of researching and writing another paper. Love and genuine concern for people, and a continuous search for peace, combine in Inez Elliston and shine through to illuminate the world.

FITNESS

Diabetes x 2

Adult-onset and juvenile-onset diabetes require very different treatments



By JoAnn James

Being overweight or obese creates a host of physical problems such as arthritis, stroke and heart disease. Another very serious disease that can occur is diabetes. Diabetes happens when the body loses its ability to regulate blood sugar. It may start when the pancreas collapses from a lifetime of working overtime (often caused by eating too much sugar day after day).

There are two kinds of diabetes: juvenile-onset and adult-onset. People who have juvenile-onset diabetes generally have to take insulin injections. Insulin is a hormone that controls blood sugar. If they miss a shot they may go into a coma and die.

Adult-onset diabetes develops around mid-life and hits millions of North Americans and West Indians. It's not as serious as juvenile-onset diabetes but it still requires treatment.

What is the treatment for diabetes?

Because juvenile-onset diabetes is a

more complicated and serious problem, insulin injections and some exercise under the care of a doctor can reduce its severity. Exercise cannot cure juvenile diabetes and could make it worse if the exercise program is not prescribed by a doctor.

Adult-onset diabetes may be curable with exercise. Studies show that when exercise becomes part of the diabetic's lifestyle, the body's ability to handle blood

sugar returns to nearly normal.

Studies have led researchers to conclude and recommend that exercise is an important treatment in adult-onset diabetes. Studies have also found that exercise can be important in preventing diabetes.

JoAnn James is a graduate of the University of Western Ontario and a trainer for Fitness Ontario.

How to Avoid Pain

Sprains, strains and pulled muscles can be avoided if we always do a warm-up before an exercise activity, or upon waking up in the morning.

A great way to warm up is to stretch. Here are some exercises to stretch those tight muscles. Check with your doctor to find what exercises would be good for you.

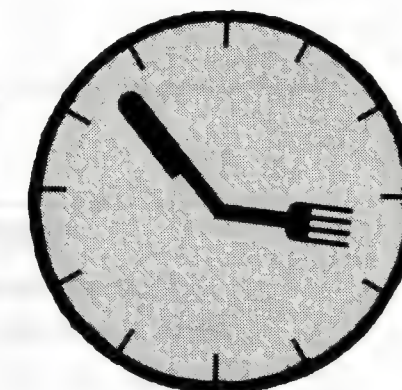
Sky stretch: Stand with your feet spread apart. Clasp your hands high above your

head. Stretch your shoulder muscles as if you were reaching for the sky. Hold for several seconds, or as long as is comfortable. Relax. Repeat two to four times.

Floor touch: Stand erect with your legs spread apart. Bend your knees slightly. Bring your hands together in front of you. Bend at the waist and try to touch the floor. Hold for 10 seconds. Return to starting position and repeat. Do not strain. If you feel pain STOP the exercise.

You are what you eat!

In order to lose weight and keep it off, a combination of exercise and diet is necessary. Diet is the basic foundation upon which your total physical and emotional well-being is based, says Dr. Kenneth Cooper, well-known fitness specialist. "Without proper eating habits all the exercise and rest or physical exams in the world won't do you much good in your effort to develop a healthy body." A basic principle that will help put a healthy balance in your eating habits and help you to lose weight is to follow this 25-50-25 rule: consume 25 per cent of your daily caloric intake at breakfast, 50 per cent at lunch and 25 per cent at supper. The idea is to distribute calories over the course of the day and taper off at dinner-time. If you don't have to lose weight you can maintain the proper level by dividing the caloric intake into 25 per cent at breakfast, 30 per cent at lunch and 45 per cent at supper.



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HOROSCOPE



Taurus

Taurus is characterized by wisdom and serenity. These people retreat as far away from disputes as possible. However, this should not be interpreted as cowardice. Peace is a Taurean's main priority and he or she will often go to great lengths to achieve it at work or at home. Once the Taurean has set goals, determination prevails and the goal is frequently obtained.



TAURUS

(Apr. 20 - May 20)

Neighbours or friends will be particularly annoying this month. Keep your temper under control when dealing with this problem. Your spouse or lover will offer understanding and sympathy at the time you need soothing most. Wonderful surprises are in store for you.



GEMINI

(May 21 - June 21)

This is a month of change for you. Your efforts to improve your relationships may result in romance. Since this may be an inopportune time for romance to occur, you may want to develop a friendship rather than an intimate relationship. Make new suggestions this month, you will be surprised how favourably they are received.



CANCER

(June 22 - July 21)

If you are as dedicated to your relationship as you are your job, then your love life will thrive this month. For you single Cancerians an attractive man or woman may enter your life. Practise cau-

tion as you enter the middle of the month, as disaster may await you.



LEO

(July 23 - Aug. 22)

Your regular visit to the doctor may be an unpleasant one. A serious health problem may be detected, that has gone unnoticed for many years. It is essential that you follow your doctor's advice and medical instructions in order to regain your health.



VIRGO

(Aug. 23 - Sep. 22)

This month you become a butterfly, flitting from place to place. As you hop from one social activity to another, new friends may hop in and out of your life as well. It may be wise to examine these friendships and make sure they are genuine.



LIBRA

(Sep. 23 - Oct. 23)

Some of you Libras will find yourselves cutting corners and doing a lot of budgeting in order to stretch your dollar as far as possible. You will become distraught as bills start arriving faster than you can pay them but remember



SCORPIO

(Oct. 24 - Nov. 22)

You will find yourself able to explore and find new approaches to old problems; once these problems are dealt with, you will feel a new kind of freedom. Do not ignore others; take time to listen to their suggestions.



SAGITTARIUS

(Nov. 23 - Dec. 21)

An outside force may destroy business ventures. Although severe damage may be done, it may be salvageable; examine the business very carefully and decide what areas will be instrumental in revitalizing the company.



CAPRICORN

(Dec. 22 - Jan. 20)

This will be a good month to strengthen ties with your family. Set some time aside and spend it getting reacquainted with each other. During the first two weeks of the month you will be bursting with energy to improve your physical appearance or start a new project.



AQUARIUS

(Jan. 21 - Feb. 19)

Your desire to be independent may be blocking others out of your life. Being independent does not mean being alone. Resolve to allow others to share your problems and decisions. You may feel relieved as you don't have to carry the heavy load alone.



PISCES

(Feb. 20 - Mar. 20)

Faced with financial problems, this may be a gloomy month for you. You will feel downcast but remember, there is always a positive side which will appear late in the month. This will give your spirit a boost. This month does not offer much socializing so stock up on a few good books.



ARIES

(Mar. 21 - Apr. 19)

Your drive for perfection and hardworking character are noble traits but you may be unconsciously imposing your values on others around you. Although you have high expectations of yourself, others may not. Try to understand their point of view.

Open for Business

*Being your own boss
is serious stuff*

From time to time many of us have thought of running our own business. The thought of independence, creativity and excitement that goes along with the freedom of being our own boss is thrilling and compelling. Nevertheless, not knowing exactly how to go about doing this has often kept us from realizing our dreams.

Establishing our own business has, in itself, many demands. There are regulations regarding opening hours that must be complied with, permits to apply for, leases to sign and accurate books to be kept for income tax purposes. We need to think seriously about a loan or line of credit from a bank or lending institution, or a grant from the government if applicable. We must find a good accountant who will give us advice on how to spend the money we do have and how to save the money we would like to make.

One important aspect that must be decided at the very outset is the legal form that it must take. The various forms include:

- the sole proprietorship
- partnership
- limited partnership
- co-ownership
- corporation
- franchise licensee
- joint venture.

Every business has a legal form which would be best suited to it depending on its nature, size, functions and purposes.

A sole proprietorship is a form of business carried on by an individual without the participation of any other individual except as employees. The individual takes all liabilities and benefits of the business. This form is best suited for a small business in its early stages. There are few legal formalities required to operate a sole proprietorship. Section 9 of the Partnership Registration Act requires that a declaration be filed at the Ministry of Consumer and Commercial Relations in Toronto within 60 days of the time when the business starts to operate. An advantage of this type of business is that any losses accumulated during the year may be applied personally and taxed at the rate applicable to individuals under the Income Tax Act. A disadvantage is that all liabilities of the business are personal

to the owner and all debts incurred are personal. The owner receives no protection from legal liability as they would if the business was incorporated.

A partnership involves two or more persons carrying on business together with a view to making profit. In a general partnership each partner is totally liable for the debts and obligations of the other partner. In a limited partnership the liability of each partner is restricted to the amount of money or other property she contributes to the limited partnership. It would be advisable to visit a lawyer before entering a partnership to ensure that the conditions of the partnership are ironed out before

problems arise which may result in loss, anger and chaos.

Unlike the other two business forms already discussed, a corporation is a legal entity in itself. A corporation may own property, incur debts and carry on business in its own right. The liabilities of the corporation are not personal to the shareholders. The shareholders own the corporation through shares and the corporation is taxed at the corporate rate of taxation. The main advantage of a corporation is its protection of the shareholders from personal suit. However, many lending institutions require personal guarantees on loans to corporations thus deflating the protection afforded by the "corporate veil."

A franchise is another form of a business which involves an arrangement established by contract, whereby one person grants a right to another person to use a trade mark or name in connection with goods and services. Usually these agreements are drafted by a lawyer and liability of the parties is limited to the contract agreed upon.

Of course it is important to get the best advice on the form of business that is most suitable to your needs, and many other aspects must be explored before arriving at the most appropriate form. Increasing numbers of Black and Caribbean women are opening their own businesses. This not only helps to develop our individual needs, but also to enhance our community.

Give opening your own business a thought. It might just be the right career move for you.

Sharon A. Ffolkes-Abrahams is a Toronto lawyer.



By Sharon Ffolkes-Abrahams

Where Did it Go?

*Learning the jargon can help
make your money go further*

As the deadline for completing our 1986 individual tax return draws closer, many of us are asking the question "where did it all go?" We simply cannot believe that we earned that much money. And when we look at the bottom line and realize how much we have paid in taxes, we declare that it won't happen again. So we resolve to keep track of where our money is going and learn about ways that may help make it go further. But in many cases this resolution is postponed or easily abandoned.

One simple reason that is often cited for doing so, is that although many of us are more sophisticated money managers today, some still lack understanding of the technical language of financing.

There is no need to be intimidated by such language. Actually, improving your money skills by learning the language can be quite exciting. Here are some simple terms that you may need to get you going.

Term Deposits: an amount of money left on deposit with a bank, trust company or credit union, which pays a fixed rate of interest for a specified term. The term may range from 30 days to six years depending on the amount of money deposited. If you want to get your money before the term expires you may do so, but the rate of interest paid will be lowered. To purchase a term deposit, you need a minimum of \$5,000 if the term is less than a year, or \$1,000 if the term is more than one year. Even where the interest rate is reduced because the funds are withdrawn early, the interest paid on a term deposit is generally higher than that paid on regular pass-book savings.

Guaranteed Investment Certificate (GIC): with few exceptions, a GIC is similar to a term deposit. The exceptions worth noting are: You cannot withdraw your money until the end of the term so the rate of interest paid is generally higher. GICs are usually issued by trust companies, although they are offered by some banks and the terms range from one to five years. You need a minimum of \$1,000 to purchase a GIC.

Stock: also called a share, represents ownership in a corporation. Normally, there are two types, common and preferred. A common share gives you the right to vote at shareholders' meetings. A preferred share owner generally has no voting rights

and the dividend paid on these shares is usually fixed at the time of purchase. The dividend paid on preferred shares is not generally tied into a company's profitability.

Bond: is a loan made to a corporation or government, and is evidenced by a certificate issued by the lender. For example, when you purchase Canada Savings Bonds you are lending money to the federal government. The incentives for purchasing a bond are generally higher interest rate payments and the chance to convert regular income into tax-free capital gain.

Capital Gain: is the profit you make on the sale of capital assets such as real estate, stocks, bonds, etc. Under present tax laws

and within prescribed limits, you are eligible for a cumulative lifetime exemption of \$500,000 of capital gains. The profit made on the sale of your home is generally not taxable. However, if you ever rented out any portion of your home, a portion of the profit may be included in your \$500,000 amount.

Dividend: the portion of the profit paid to owners of a company as a return on their investment. The amount of dividends paid normally depends on how well the company is doing. Dividends are generally paid quarterly in cash or by additional shares. The latter method is called a "stock dividend." Dividends from Canadian companies are taxed at a lower rate than interest.

Prime Lending Rate: refers to the rate that financial institutions charge their best customers (usually big corporations). All other loan rates are then quoted based on the prime rate. For example, if the prime rate is 10 per cent, and you receive a loan at ¼ above prime, your rate is 10 ¼ per cent.

Net Worth: is the difference between your assets and your debts. To determine your net worth, add up all your cash including Canada Savings Bonds, the current value of your house, car, employee savings plans, cash value of life insurance, and works of art, and deduct all the money that you owe. Money owed includes mortgages, car loans, credit cards, all other personal or bank loans. The difference is your net worth.

Sheila J. Simpson, C.A., is in private practice. She is a member of the Institute of Chartered Accountants of Ontario and the Canadian Tax Foundation.



By Sheila Simpson

Easter Basket

Recipes for a truly Canadian Easter



By Pamela Appelt

The Lenten-Easter period is the most sacred in the Christian year. It is the season in which we celebrate, we recall, we relive the deepest mystery of our faith — the death and resurrection of Christ.

In the Caribbean, as in the rest of the world, the Easter message is one of hope. There is new life beyond Good Friday. Because of the reverence surrounding Easter, very few people indulge themselves in food, and this is particularly so on Good Friday. As mentioned in an earlier issue, my family in Jamaica did not celebrate many traditional holidays because of their religious beliefs. However, I remember vividly the cold meals, especially the bun and cheese, which were typical of Easter treats.

The Greeks, who've been celebrating Easter for almost 2,000 years, have special recipes developed for the Easter celebration, most of them being cakes or pastries. The tradition is similar in Germany, where Easter eggs and special chocolate desserts are enjoyed. The Russians create their own Easter cake which is called Kulich. One of the fascinations of experimenting with recipes from other countries is the enjoyment one has of sharing in another culture. We are very fortunate in Canada, where with a little vision and creativity, one

can enjoy one's own Caribbean Easter. Better yet, using traditions of the Germans, Italians, or any other people, it is possible

to create one's own ethnic-Canadian Easter of any description.

The recipes which follow will

enable you to sample a little of the Easter fare enjoyed by some of our neighbours of different cultures.

JAMAICAN EASTER BUN

Ingredients

- ½ cup whole milk
- ¼ lb. butter or margarine
- 1 cup sugar, dark brown
- ½ cup water (warm)
- ¼ tsp. salt
- 2 tsp. sugar, white
- 2 tbsp. yeast, dry, active variety
- 4 cups flour, sifted
- 1 egg, well beaten
- ½ tsp. allspice (Jamaican pimento seed, ground)
- 1 tsp. nutmeg
- ½ tsp. anise
- 1 ½ cups fruit peel, mixed, or other preserved fruit, diced

Method

In a small saucepan heat the milk with the butter or margarine until it melts. Stir in the dark sugar and salt until completely dissolved. Remove from heat and allow to cool until lukewarm. In a fairly large bowl put the warm water and white sugar. Sprinkle in the yeast; stir until the sugar and yeast are dissolved. Let stand for 10 minutes. Combine milk mixture into the bowl with the yeast. Stir in the beaten egg and 2 cups of flour. Beat smooth. Add the spices, fruit and remaining flour, mixing well. Turn the mixture out onto a lightly floured pastry board. Knead until mixture is smooth and elastic. Place in a greased bowl and brush the top with melted butter, margarine or oil. Cover and let rise in a warm place for about 1 hour, or until the bulk of the mixture has almost doubled.

Punch it down and turn out onto a floured board again. Knead and shape the dough, and place in two greased 8-inch loaf pans. Let rise in a warm place a second time, until

light to the touch (approximately 35-40 minutes).

Bake in a 400°F oven for about 50 minutes, turning the oven down to 350°F after the first 15 minutes.

GREEK EASTER CAKES

Ingredients

- 2 lbs. flour
- 6 eggs
- 1 ½ cups sugar
- 1 cup butter
- ¾ oz. baking soda
- orange flower water
- confectioner's (icing) sugar

Method

Cream the butter and gradually add the sugar. Beat the mixture until light and fluffy.

Beat the eggs and mix with the baking soda. Add to the butter mixture, and then mix in the flour, kneading the dough until smooth.

Shape pieces of dough into narrow strips (10 inches long and ½ inch thick) by rolling with your fingers on a floured board. Make the ends thinner still and then form a loop resembling a closed horseshoe. Make slanted slits ½ inch apart on the loops.

Put the cakes on a buttered baking sheet and bake in a moderate oven (325°F) for about 18 minutes. When done, sprinkle with orange flower water and dip in confectioner's sugar.

This recipe will make about 3 dozen "loops."

EASTER ALMOND CAKE

Ingredients

- 4 egg whites
- 6 tbsp. sugar
- 4 oz. almonds, shelled
- 1 tbsp. rum

- rind of ½ lemon, grated
- few drops of almond essence
- pinch of salt

Method

Grate the almonds (or purchase grated almonds in the first place). Beat the egg whites with a pinch of salt until they stand in peaks.

Add the sugar gradually, beating constantly until the mixture is very thick. Fold in the rum, grated lemon rind, nuts and almond essence.

Line an 8-inch tin with greaseproof paper. Brush with oil and transfer the mixture to the tin. Bake in a 375°F oven for approximately ½ hour. Cool on a wire tray and ice the top with mocha icing, which will give this small cake a slightly larger appearance.

MOCHA ICING

Ingredients

- ½ cup butter, unsalted (sweet)
- 1 cup icing sugar, sifted
- 1 egg yolk, small
- 2 tsp. strong, black coffee
- few drops vanilla extract

Method

Cream the butter with a wooden spoon until white. Add the egg yolk and continue beating until well blended. Beat in the sifted icing sugar gradually. Then, add the vanilla and coffee and mix thoroughly. Make sure you keep the iced cake in the refrigerator when not in use, to avoid spoilage of the raw egg included in the frosting.

RUSSIAN KULICH

Ingredients

- 2 packages dry yeast
- 1 ¼ cups milk, warm
- 4 ¾ cups flour
- 1 tsp. sugar

- 1 cup butter
- 3 eggs
- 2 egg yolks
- 1 cup sugar, finely granulated (fruit sugar)
- 1 tsp. vanilla extract
- 1 cup candied peel
- 1 cup sultana raisins
- ½ cup almonds, blanched, chopped
- 2 cardamom seeds, powdered (freshly grated nutmeg may be substituted)
- pinch of salt

Method

In a fairly large bowl, make a smooth paste by mixing the yeast with a teaspoon of sugar and a little warm water. Add the warm milk and 1 ¼ cups of sifted flour, beating until smooth with the consistency of a batter. Cover and leave in a warm place for about ½ hour to rise.

When the bulk has doubled and there are bubbles on top, add the butter which has been melted, the eggs and egg yolks, vanilla, finely granulated sugar, peel, raisins, chopped almonds, cardamom, salt and the remaining sifted flour. Knead well until the dough comes away from the sides of the bowl without sticking. Cover and leave in a warm place to rise a second time.

Line a deep tin (8 inches deep by 6 inches wide) with buttered greaseproof paper. When the dough has doubled its bulk once again, flatten it with your hand and transfer it to the tin. Leave to rise again in the oven.

Bake at 350°F for 60 to 75 minutes. When ready, turn out the cake and cover with a clean towel. Cool, and ice the top with white frosting. Decorate with candy sprinkles or confectioner's roses.

Serve in slices cut across the cake (not up and down) which are at least 1 inch thick. This cake will keep well and should be stored in a closed tin.

GERMAN EASTER CAKE (OSTERTORTE)

This is a delicious but enormously rich treat that takes a fair amount of time and planning, but is well worth the effort. More experienced bakers and cake decorators might enjoy the challenge it offers.

Prepare a sponge cake as follows:

Ingredients

- 4 ½ oz. flour, sifted
- ½ cup sugar
- 5 eggs, whites and yolks separated
- ½ cup butter

Method

Blend the egg yolks with the sugar and butter. When the mixture is quite smooth, add the egg whites which have been whipped to a stiff froth. Then, add the flour and mix into a smooth batter. Bake in a 375°F oven for 40-45 minutes in a circular pan.

Turn the cake out of the mold, allow to cool, and cut across the cake into 2 cake halves.

On top of one half spread coffee-flavoured butter cream. Place the other half on top and ice the cake all over with Fondant icing.

Decorate with a border of butter



cream piped through a forcing bag, and place small chocolate eggs, each sitting on a nest of the same piped butter cream. In the centres of the cake, place a chick made of sugar, surrounded by 4 small chocolate eggs, each in its nest of butter cream.

COFFEE FLAVOURED BUTTER CREAM

Ingredients

- 12 egg yolks
- 2 ¼ cups sugar, finely granulated (fruit sugar)
- 1 cup cream (15%)
- 1 lb butter
- 1 tsp. vanilla extract
- 2 tbsp. instant coffee, powdered

Method

In a bowl, mix together the sugar, egg yolks, vanilla, coffee and cream. Put the bowl over low heat or over a pan of hot water, and whip the mixture until it is light, frothy and white. Remove from the heat and continue to whip until it is cool. Mix this "custard" with the creamed butter.

FONDANT ICING

Ingredients

- 5 ½ lbs. sugar
- 1 ½ litres water
- 1 cup glucose

Method

Place the ingredients in a saucepan and stir over high heat. Cook, skim-

ming occasionally, until the sugar has reached the "soft ball" stage (240°F). Pour the sugar onto a large cookie sheet and let it cool a little. Work it with a spatula by folding the edges towards the centre until it is a white and very smooth fondant. Put in a bowl, cover with a damp cloth and leave in a cool place.

To use the fondant icing: Soften a few tablespoons of the mixture in a small saucepan over low heat, stirring constantly. Add a little sugar syrup which has been cooked to the "short thread" stage. Flavour with rum, a liqueur, coffee essence or melted chocolate. Colour with food colouring as appropriate.

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